

San Juan School District
Quality Teaching Incentive Program
QTIP HB 43



Ron Nielson
Superintendent
Date 12/10/19

SJSD

Quality Teaching Incentive Program

QTIP

Objective of Program: To foster in all schools a collaborative faculty, rich in experience and pedagogy skills, and fully prepared to successfully deliver high quality instruction in all classrooms.

School	Number of Positions approved by board	Year One	Year two	Year Three	Retention Numbers
Elementary					
Bluff Elementary	2	2	2	2	2/2
Montezuma Creek Elementary	4	0	4	4	NA
Tsebi'niidzsigai Elementary	4	3	4	4	3/4
Secondary					
Navajo Mountain High	1	1	1	1	1/1
Monument Valley High	5	1	2	3	1/2
Whitehorse High	5	0	1	1	1/1
Totals	21	7	14	15	8/10

Grant Objectives:

1. Increase Efforts to Attract Quality Candidates to teach in our six southern Schools.

- Certified elementary teachers teaching in the three southern elementary schools receive \$1,000 minimum signing bonus.
- Certified math and science teachers in secondary schools receive \$2,500 minimum signing bonus.
- Certified LA teachers in secondary schools receive \$1000 minimum signing bonus.
- Certified critical area teachers can receive a relocation stipend up to \$500 dollars.
- Certified critical area teachers can receive a visitation stipend of up to \$250 to come and visit the school and community.

2. Grow our own teacher Pool

- This past Fall, SJSD hired four teachers out of the first local cohort graduating from the USU Rural Southeastern Teaching Education Project.
- SJSD is committed to work closely with USU to ensure future success of this project.

3. Attract Veteran Successful Teachers to help share Leadership and better mentor and support entry-level teachers

- SJSD presently has 15 of 21 approved QTIP positions filled.
- SJSD has built a system of support to ensure clarity and success for our QTIP teachers.

4. Increase Efforts to Retain Successful Teachers in our Six Southern Schools.

SJSD New Teacher Count		2017-18	2018-19	2019-20
	Bluff Elementary	1	1	3
	Montezuma Creek Elementary	4	5	3
	Tse'biinidzisgai Elementary	4	1	2
	Monument Valley High School	6	4	2
	Navajo Mountain High School	3	0	0
	Whitehorse High School	7	5	1
	Total Number of New Teachers Hired District Wide	41	33	25

5. Efforts to Communicate and Collaborate with Stakeholders

- a. Annually a report to the SJSD School Board will be presented to show progress in all aspects of the program and to receive input and guidance on future decisions.
- b. Annually a report to the Navajo Nation School Board and/or Education Committee and USBE will be presented to show progress in all aspects of the program and to receive input and guidance on future decisions.
- c. Annually as can be scheduled, a report to each local Navajo Chapter House and Ute Education Agency will be presented to show progress in all aspects of the program and to receive input and guidance on future decisions.

Quotes from QTIP and Mentored Teachers:

I came from a strong collaborative team in sunny St. George, Utah. When my husband first told me about the Q-tip program in SJSD, and how this would be a great adventure for us, I gave him a lot of pushback. A lot. Why leave a successful first grade team, beautiful home, and a swimming pool? After a lot of soul searching, we both came to the conclusion that it would be the right thing to do if I was hired.

Two years later I can say that it was one of the best decisions we ever made. I was hired at TES with two other Q-Tip teachers, and we all learned the 'TES' way together, with the expert leadership of our principal, Christy Fitzgerald.

This experience has helped me become a better leader, a more focused teacher, and a better person.

Thank you for taking a chance on me! Tammy Anderson

Through my work as a QTIP teacher I have seen a positive school culture shift that has normalized working in collaborative teams. Collective teacher efficacy has one of the largest influences on student learning so I would say this QTIP model in our schools in the San Juan School District is a big WIN. Amanda Lincoln

"The Quality Teaching Incentive Program is necessary in our district, specifically in the remote areas of the Navajo Reservation, to help retain and mentor fledgling teachers through the transition from student to successful teacher. There is no education that fully prepares a future teacher for the day they will stand in front of their own class. I owe my own success and confidence to my QTIP mentor teacher who has helped focus and guide me to become the teacher I am today." Amy Reeve

"It has been an amazing experience working with, and watching the QTIP Lead Teacher Program develop over this last year in San Juan School District. Targeted professional development around instructional leadership, coaching cycles, difficult conversations, collaborative team building, and emotional agility has been essential in the movement towards developing shared leadership within each school. The QTIP teachers are developing and bringing substantial support and stability to our most at risk schools. Our administrators are taking an active role in supporting the QTIP Lead teachers and ensuring that the success at each school reaches beyond the QTIP classroom and influences others. Our QTIP teachers are growing personally and their efforts are being felt at the school-level and district-wide. This year we retained 11 of our 12 QTIP teachers, and will add 3 more next year! QTIP teachers are feeling successful and supported. Their influence is having a significant impact on teacher retention in our reservation schools and overall student achievement!" Julie Holt

"The QTIP program significantly changed TES for teachers, students, and the principal. Implementing a coaching model with experienced classroom leaders resulted in a collaboration system for instructional transformation that is affecting student-learning outcomes. Confidence and reflection increased for all teachers in the building and some of our highest growth scores are now coming from some of our homegrown teachers. I no longer dread the spring wondering who is leaving and whom we can recruit. Instead, teachers are staying! Springtime now brings reflection, long-term planning, and celebration as we work together to continue to improve." Christy Fitzgerald, Principal Tse'bii'nidzizgai Elementary School

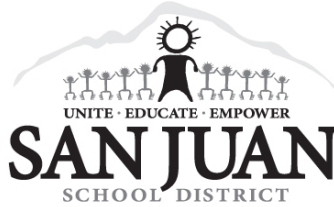
My second year with San Juan District has just ended and I have felt in the few weeks since graduation a sense of pride and gratitude when I reflect upon my experience at Navajo Mt. High School so far. I am truly grateful to work for and to be challenged by such a fine district and program. Through QTIP and being a member of NMHS Faculty, I have felt a part of a truly impressive set of educators. Through these personal and professional interactions and through outstanding professional development provided by the district, I have learned more about education than I have ever learned during any two-year period of time. I hope and feel that my professional improvement has a positive impact on my colleagues and consequently on student growth and achievement.

I also appreciate QTIP because of the flexibility it allows for lead-teachers to recognize the unique needs of each school and to plan for improvement specific to those needs. Thank you for the positive support and encouragement that you always express and for the opportunity to work for San Juan School District.

Sincerely, Tony Anderson

LORI MAUGHAN
School Board President

MERRI B. SHUMWAY
School Board Vice President



RON T. NIELSON
Superintendent of Schools

KYLE S. HOSLER
Business Administrator

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To Whom It May Concern:

I wish to thank the individuals, organizations, and stakeholders who successfully lobbied for the passing of the QTIP (Quality Teaching Incentive Program HB 43) bill in the 2017 legislative session. I realize the list of names of individuals is too large to name and due to fearing missing some, I will refrain from trying to name them all. Still, it is evident now after three years that this program has had a significant positive impact on the students enrolled in the San Juan School District. While many factors can be listed to account for recent improvements, it is my opinion that the QTIP program has played a significant role in our present improvements. To those who worked so tirelessly to pass this bill, they should know that their efforts have truly made an impactful difference.

The results of our QTIP program can be viewed as direct and indirect. In the direct column I see an increased number of high skilled teachers teaching in our most at-risk schools; I see an improved effort of peers coaching peers and teachers working collaboratively together; I see more shared leadership positions in the building being filled by QTIP teachers, and most importantly, I see increased student achievement scores. It is very apparent that our most at risk students are learning at much improved rates than prior to this legislation. In the indirect column I see a large percentage of non-QTIP teachers improving their effort in reaction to an unstated declaration to improvement; I sense a stronger commitment by most staff to a growth mindset culture and environment; I sense a growing attitude that SJSD is serious about its commitment to raising student achievement by attracting, supporting, and retaining quality teachers; and overall, I see a district that is re-cultured in how it looks at its equity concerns.

This brings me to my main point. With the final year for the present legislation in sight, I turn my attention to continuing this most positive effort. I passionately advocate for all individuals, organizations, and shareholders to return to its efforts of finding funding for this most successful effort. As the Superintendent of the SJSD, I commit to be a leading advocate for this funding in any way I can. It is my hope, that seeing the benefit this program has resulted in for our most at-risk students, our collective efforts refund this program will find little resistance. It is my highest priority to continue to best serve the students of the SJSD by securing funding to sustain the QTIP program.

Sincerely,

Ron Nielson
San Juan School District, Superintendent

LORI MAUGHAN
School Board President

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School Board Vice President



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Research is clear student learning is greatly enhanced by ensuring there is a Highly Qualified and Highly Effective teacher in every classroom. Effective instruction best allows access to a guaranteed and reliable curriculum to all students. Therefore, it is a top priority of the SJSD and its educational partners to provide access to a guaranteed and reliable curriculum by ensuring there is a highly effective teacher in every classroom.

Local historical data has proven that this goal of providing an effective teacher in every classroom is much more challenging in some areas of the district. Due to issues relating to remoteness, home ownership, and high poverty, data has shown a very inequitable picture in recruiting and retaining teachers in the Monument Valley, Montezuma Creek and Navajo Mountain schools compared to those in the Blanding and Monticello area.

WHEREAS HB 43 provided 250,000 dollars for four years for the district to address this recruiting and retaining inequity by establishing the Quality Teaching Incentive Program; (QTIP)

WHEREAS, QTIP has been successful in recruiting veteran teachers who demonstrate a high skill set and agree to accept a shared leadership role within these most impacted schools;

WHEREAS QTIP teachers have played a key role in improving the mentoring and induction process for entry level teachers in these most impacted schools;

WHEREAS QTIP teachers have played a key role in providing leadership in key areas such as professional learning communities and school leadership team members;

WHEREAS QTIP teachers have played a key role in providing professional development and advanced knowledge to all staff members in these most impacted schools,

WHEREAS QTIP teachers have played a key role in seeing student learning increase in these most impacted schools evidenced by three of four schools being released from the state school turnaround efforts;

And WHEREAS the QTIP program has been recognized by district administration, school administration, and school staff for having a noticeably positive effect on student learning,

the following educational partners are petitioning for legislation with financial support of this program to be sponsored and passed in the 2020 upcoming legislative session.

San Juan School Board

Utah Navajo Commission

San Juan County Commission

Mexican Water Chapter House

Oljato Chapter House

Red Mesa Chapter House

Aneth Chapter House

Navajo Mountain Chapter House